Applicant's Ad	dress
Telephone Nun	ber
SiGo	od-
Name of Intervi	ewer
	12-09-02
Dates of any	Date of this
Previous	Interview
Interview	

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Rowena Wagner
Name of Applicant

Position April Positi

UNSATIS- FACTORY	SOME			O7 70 130 K 12	<del></del>
	DEFICIENCIES EVIDENT	SATISFAC- TORY	EXCEP- TIONAL	CLEARLY OUTSTAND- ING	INSERT RATING
No knowledge evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	2
None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	3
Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	3.
Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Scems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	4
None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely moti- vated. Has very strong ambition to succeed.	3
Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, main- tained high level of behavior throughout interview.	4
Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for,	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	3
Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and under- lying motives. Quick grasp of ideas.	2
Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	3
	None for this job nor any related experience.  Could not communicate. Will be severely impaired in most jobs.  Showed no interest.  None exhibited. No concern for personal future.  Very sloppy in appearance or unacceptable personal habits.  Appeared extremely distracted and confused; or unreasonably uneven temper.  Did not understand many points or concepts.	None for this job nor any related experience.  Could not communicate. Will be severely impaired in most jobs.  Showed no interest.  None exhibited. No concern for personal future.  Very sloppy in appearance or unacceptable personal habits.  Appeared extremely distracted and confused; or unreasonably uneven temper.  Did not understand many points or concepts.  Would prefer more for this job.  Some difficulties will detract from job performance.  Not up to average level. Shows little desire to succeed.  Very sloppy in appearance or unacceptable personal habits.  Sufficient display of confusion or loss of temper to interfere with job performance.  Missed some concepts or ideas.	None for this job nor any related experience.  Could not communicate. Will be severely impaired in most jobs.  Showed no interest.  Some difficulties will detract from job performance.  Some lack of interest.  None exhibited. No concern for personal future.  Not up to average level. Shows little desire to succeed.  Very sloppy in appearance or unacceptable personal habits.  Appeared extremely distracted and confused; or unreasonably uneven temper.  Did not understand many points or concepts.  Would prefer more for this job.  Some difficulties will detract from job performance.  Sufficient for adequate job performance.  Appeared genuinely interested.  Average desire to succeed.  Properly dressed and groomed. Few poor personal habits.  Sufficient display of confused; or unreasonably uneven temper.  Missed sorne concepts or ideas.  Not acceptable for  Some deficiencies  Within satisfactory  Within satisfactory  Within satisfactory	None for this job nor any related experience.  Could not communicate. Will be severely impaired in most jobs.  Showed no interest.  Some lack of interest.  Not up to average level. Shows little desire to succeed.  Very sloppy in appearance or unacceptable personal habits.  Appeared extremely distracted and confusion or loss of temper to interfere with job performance.  Did not understand many points or concepts.  Not acceptable for job applied for.  Would prefer more for this job.  Adequate for job applied for.  Adequate for job applied for.  Adequate for job applied for.  More than sufficient for adequate job performance.  Very interested. Seems to prefer type of work applied for.  Highly motivated. Wants to succeed and advance.  Very sloppy in appearance or unacceptable personal habits.  Appeared extremely distracted and confusion or loss of temper to interfere with job performance.  Did not understand many points or concepts.  Not acceptable for job.  Some deficiencies.  Some deficiencies.  Within satisfactory range for job.  Adequate for job applied for.  More than adequate. Has some experience in related areas.  Adequate for job applied for.  More than sufficient of adequate job performance.  Very letrested.  Seems to prefer type of work applied for.  Highly motivated. Wants to succeed and groomed. Few poor personal habits.  Sufficient poise to perform job applied for.  No loss of poise during interview.  Understood trost new ideas and shares in discussion points.  Grasped all new points and concepts quickly.	None for this job nor any related experience.  Could not communicate. Will be severely impaired in most jobs.  Showed no interest.  Some alke of interest.  Some lack of interest.  Some alke of interest.  Some alke of interest.  Some alke of interest.  Some lack of interest.  Appeared genuinely interested.  Some alke of interest.  Some alke of interest.  Appeared genuinely interested.  Some alke of interest.  Some lack of interest.  Some lack of interest.  Appeared genuinely interested.  Some succeed.  Average desire to succeed.  Sufficient of adequate for job adequate. Has some experience in related areas.  Totally experienced in job. Has strong experience in related areas.  Outstanding ability to communicate.  Seems to prefer type of work applied for.  Sufficient of succeed.  Average desire to succeed.  Average desire to succeed and advance.  Very sloppy in appearance or unacceptable personal habits.  Dress or grooming less than satisfactory or some offensive personal habits.  Sufficient poise to perform post and groomed. No offensive habits.  Sufficient poise to perform job applied for.  Sufficient poise to perform of post of temper to interfere with job perform job applied for.  Did not understand many points or concepts or ideas.  Not acceptable for job.  Some deficiencies.  Some deficiencies.  Within satisfactory range for job.  Within satisfactory range for job.  Within satisfactory range for job.  Soufficient for job applied for adequate.  More than adequate.  Has some experienced in job. Has assument for interlate assuments.  Totally experienced in pob. the applied for sates.  Wery simple for.  South Has yever lead.  Seems to prefer type wit

Applicant's Ado	lress
Telephone Num	ber
S. God	od
Name of Intervi	ewer
	12-09-00
Dates of any	Date of this
Previous	Interview
Interview	

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	1	2	3	4	5	
TRAITS	UNSATIS- FACTORY	SOME DEFICIENCIES EVIDENT	SATISFAC- TORY	EXCEP- TIONAL	CLEARLY OUTSTAND- ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experi- ence in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICA- TION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely moti- vated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, main- tained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	5
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and under- lying motives. Quick grasp of ideas.	5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	<u>5</u>

Applicant's Ad	dress	<del></del>
Telephone Nurr	d	**************************************
Dates of any Previous Interview	Date of this Interview	<u>-02</u>

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Amy Szalewicz Name of Applicant	Position Applied for
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UNSATIS-FACTORY  No knowledge evident.  None for this job nor any related experience.  Could not communicate. Will be severely impaired in most jobs.  Showed no interest.	SOME DEFICIENCIES EVIDENT  Less than we would prefer.  Would prefer more for this job.  Some difficulties will detract from job performance.  Some lack of interest.	SATISFACTORY  Meets our requirements for hirings.  Adequate for job applied for.  Sufficient for adequate job performance.  Appeared genuinely interested.	EXCEP- TIONAL  Exceeds our expectations of Average candidates.  More than adequate. Has some experience in related areas.  More than sufficient for job.  Very interested. Seems to prefer type of work applied for.	CLEARLY OUTSTAND- ING Thoroughly versed in job and very strong in associated areas. Totally experienced in job. Has strong experience in related areas. Outstanding ability to communicate.  Totally absorbed with job content. Conveys feeling only this job will do.	INSERT RATING  5  4  4  4
None for this job nor any related experience.  Could not communicate. Will be severely impaired in most jobs.  Showed no interest.	Would prefer more for this job.  Some difficulties will detract from job performance.  Some lack of interest.	Adequate for job applied for.  Sufficient for adequate job performance.  Appeared genuinely	expectations of Average candidates.  More than adequate. Has some experience in related areas.  More than sufficient for job.  Very interested. Seems to prefer type	in job and very strong in associated areas.  Totally experienced in job. Has strong experience in related areas.  Outstanding ability to communicate.  Totally absorbed with job content. Conveys feeling	5 4 4 4
any related experience.  Could not communicate. Will be severely impaired in most jobs.  Showed no interest.	for this job.  Some difficulties will detract from job performance.  Some lack of interest.	Sufficient for adequate job performance.  Appeared genuinely	Has some experience in related areas.  More than sufficient for job.  Very interested. Seems to prefer type	in job. Has strong experience in related areas.  Outstanding ability to communicate.  Totally absorbed with job content. Conveys feeling	4 4
cate. Will be severely impaired in most jobs.  Showed no interest.	will detract from job performance.  Some lack of interest.	adequate job performance.  Appeared genuinely	for job.  Very interested. Seems to prefer type	Outstanding ability to communicate.  Totally absorbed with job content. Conveys feeling	4
None exhibited. No	interest.		Seems to prefer type	with job content. Conveys feeling	2/
	31-4		1	TOTAL VALLE AND LANGE OF THE CO.	'
concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, main- tained high level of behavior throughout interview.	4
Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4
Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and under- lying motives. Quick grasp of ideas.	.5,
Vol acceptable for ob.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4
Value Addition	Very sloppy in ppearance or nacceptable ersonal habits.  Appeared extremely istracted and onfused; or nreasonably uneven imper.  and not understand tany points or oncepts.	Very sloppy in ppearance or nacceptable ersonal habits.  Dress or grooming less than satisfactory or some offensive personal habits.  Sufficient display of confusion or loss of temper to interfere with job performance.  Missed some concepts or ideas.	Properly dressed and groomed. Few poor personal habits.  Sufficient display of confused; or personably uneven personal habits.  Sufficient display of confusion or loss of temper to interfere with job performance.  Missed some concepts or ideas.  Missed some concepts or ideas.  Out acceptable for Some deficiencies  Within satisfactory  Within satisfactory  Within satisfactory  Within satisfactory	Very sloppy in ppearance or nacceptable ersonal habits.  Dress or grooming less than satisfactory or some offensive personal habits.  Dress or grooming less than satisfactory or some offensive personal habits.  Sufficient display of confusion or loss of temper to interfere with job performance.  Sufficient poise to perform job applied for.  Sufficient poise to perform job applied for.  Inspires confidence in ability to handle pressure.  Sufficient poise to perform job applied for.  Sufficient poise to perform job applied f	Very sloppy in peranance or nacceptable ersonal habits.  Dress or grooming less than satisfactory or some offensive personal habits.  Dress or grooming less than satisfactory or some offensive personal habits.  Dress or grooming less than satisfactory or some offensive personal habits.  Dress or grooming less than satisfactory or some offensive personal habits.  Dress or grooming less than satisfactory or some offensive personal habits.  Dresneted excellent appearance, maintained high level of behavior throughout interview.  Displayed impressive poise during interview. Inspires confidence in ability to handle pressure.  Displayed impressive poise under stress.  Appears unusually confident and secure.  Extremely sharp.  Understood most new ideas and shares in discussion points.  Displayed impressive poise under stress.  Appears unusually confident and secure.  Extremely sharp.  Understood subtle points and concepts quickly.  Orasped all new points and concepts quickly.  Oracped excellent appearance, maintained high level of behavior throughout interview.  Displayed impressive poise quickly.  Displayed impressive poise quickly.  Displayed impressive poise quickly.  Dressore deficience in ability to handle pressure.  Extremely sharp.  Understood subtle points and concepts quickly.  Oracped all new points and concepts quickly.  Oracped and groomed. No offensive habits.

Miller School Gr. 344
helped dec. bil. lit there 1. Gardner ~ 1ch to defferent intelligences Made pigbooks 2 Open houses on own 3. use standards as guides with ball lit. 4. different plan for each indio. classroom positive beh. Encouraged alternates to verbal prompts 5. general but discussed observation beg of yr. and throughout b. check notes after listening to parent · make changes may argue but would listen

Applicant's Add	dress
Telephone Num	od
Name of Intervio	ewer
	12-19-00
Dates of any	Date of this
Previous Interview	Interview

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Anna Marie Mr Elwain	•
Name of Applicant	Position Applied for
	- Philod 101

	1	2	3	4	5	
TRAITS KNOWLEDGE OF	UNSATIS- FACTORY	SOME DEFICIENCIES EVIDENT		EXCEP- TÍONAL	CLEARLY OUTSTAND-	INSERT RATING
SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	ING Thoroughly versed in job and very strong in associated	5
EXPERIENCE	None for this job not any related experi- ence.	for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas	in job. Has strong	1 4
COMMUNICA- TION ABILITY INTEREST IN	Could not communi- cate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	areas.	K
POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	ently this job will do.  Extremely motivated. Has very strong ambition to	5
PPEARANCE ND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, main- tained high level of behavior throughout	5
OISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	interview.  Displayed impressive poise under stress.  Appears unusually confident and	4
-10.11.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1.1	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and under- lying motives. Quick grasp of	5
RSONALITY .	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	ideas. Perfect for job. Generally outstanding personality as well.	5

Case 1:04-cv-00264-SJM Filed 06/29/2007 Page 6 of 7 Document 123-29 Millersville Unio. - Soccer 1/24r. sub. Spec. Ed. cert. enrolled enthusiastic 1. assess often, adopt in whole group, small group 2. help in class. rec. need for p. involve weekly letters, notes highlighting positive 3. generally address incorporating, Inderstood?

tch ortive lastening (how) Abehavioral approach to classroom man-gods to wk fair and consistent three stages (similar to v with colors monitor daily enthusiasm expect respect two was

5. Ronning Records - at least two was CBA ( informal assess. ~ oral asking 6. Proponent of active listering-shows carring · Grow as person-appreciated wants feedback to grow · respects authority Interested in collaborative planning

Applicant's Ado	fress
Telephone Num	ber
S. Goo	od -
Name of Intervi	ewer
	12-09-02
Dates of any	Date of this
Previous	Interview
Interview	

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Robert Bazylak

Name of Applicant

Position Applied for

	1	2	3	4	5	
TRAITS	UNSATIS- FACTORY	SOME DEFICIENCIES EVIDENT	SATISFAC- TORY	EXCEP- TIONAL	CLEARLY OUTSTAND- ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our require- ments for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICA- TION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, main- tained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	5
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and under- lying motives. Quick grasp of ideas.	45
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4